

RUSHCLIFFE BOROUGH COUNCIL

**Person Specification
Economic Growth Manager**

**Post grade:
LS5**

Post number: 1240

ATTRIBUTES

ESSENTIAL

DESIRABLE

EXPERIENCE

Strategic thinking and ability to align growth initiatives with broader economic policies and translate into practical delivery outcomes

Designing and implementing economic growth strategies at local, regional, or national levels

Proven ability to work collaboratively with local authorities, businesses, community groups, and government agencies

Able to demonstrate strong communication and stakeholder engagement abilities

Familiarity with funding mechanisms, including grants, public-private partnerships, and investment strategies

Track record of driving performance improvement through challenge and innovation

Experience of securing external funding, meeting objectives and reporting back on outcomes

Credibility with elected members, stakeholders and the private sector

Familiarity with sector-specific development, such as innovation hubs, green industries, or digital economies

Leading on successful regeneration projects

	Proven track record in developing and delivering strategic projects that stimulate local or regional economic growth Able to demonstrate leadership outside sphere of direct authority	
QUALIFICATIONS	Educated to degree level or equivalent or experience	Management or professional qualification Project Management qualification
SPECIALIST KNOWLEDGE AND SKILLS	Project management skills, including budgeting, scheduling, performance monitoring and managing risk Good understanding of local government finance Experienced in the preparation of reports Analysis of complex financial and business problems Data analysis and economic forecasting to support evidence-based decision-making Excellent negotiation skills Excellent verbal, written, numerical and communication skills	
IT SKILLS	PC Literate	Working knowledge of performance management software applications Use of AI and PowerBI to support efficient service delivery
PERSONAL QUALITIES	Ability to think strategically Ability to maximise improvement through innovation and creativity	

OFFICIAL

	Conscientious and assertive. Able to display sensitivity, tact and diplomacy when dealing with individuals Able to work in teams and deliver corporate objectives Able to make logical decisions based on sound data with an unbiased rational approach Able to analyse problems and generate practical solutions within a regulatory/policy framework Ability to work collaboratively across the Council Able to work to deadlines Adaptability in fast-changing policy and economic environments Able to manage others/delegate to achieve performance targets and to deliver objectives. Lead by example Flexible approach to working practices and willingness to work on own. Self-reliant Excellent interpersonal skills Able to convey ideas and arguments in a concise, effective and convincing way in written and verbal communications, including presentations	
SPECIAL WORKING CONDITIONS	There will be a requirement to attend evening meetings as and when required	

PREPARED BY: Leanne Ashmore

DESIGNATION: Director, Development and Economic Growth

DATE: October 2025

Key Competencies:

Customer Service

- *Engages effectively with customers (internal and external)*
- *Treats people fairly and with respect*
- *Is aware of the diversity of individual needs and adapts approach accordingly*
- *Makes the best use of resources*

Quality and Service Improvement

- *Seeks to improve the current systems/ways of working*
- *Passes on information to improve quality of service*
- *Takes action to solve problems*
- *Considers the impact of diversity in decision making*
- *Seeks to develop own skills and knowledge*

Flexibility and innovation

- *Is able to adapt quickly to changing priorities/circumstances*
- *Seeks new and innovative ways of working*
- *Has a 'can do' positive approach*

Partnership Working

- *Builds constructive relationships with partners/stakeholders*
- *Is co-operative and supportive within the team*
- *Is sensitive to the needs of others*

Managerial Working (those working in a managerial and supervisory role)

- *Develops others and takes effective action to improve team members' skills and talents*
- *Proactively manages service and financial performance, anticipates corrective action required and takes steps to secure improvement*
- *Is able to lead the team and ad hoc project groups, engendering team working and co-operation to achieve results*
- *Actively influences, persuades and directs others inside and outside the organisation to achieve Council aims and objectives*
- *Acts within the rules, protocols, and governance requirements set out by the Council*